

<b>Committee(s):</b> Police Authority Board-For information	<b>Date(s):</b> 11 <sup>th</sup> July 2019
<b>Subject:</b> HMICFRS Integrated PEEL Inspection- Action Plan	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 60-19	<b>For Information</b>
<b>Report author:</b> Stuart Phoenix, Head of Strategic Development	

### Summary

As requested by Members at your May 2019 Police Authority Board, this report provides Members with an update on the City of London Police response to HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Integrated PEEL<sup>1</sup> Assessment for 2018/19.

The Force was graded:

Effectiveness	GOOD
Efficiency	GOOD
Legitimacy	REQUIRES IMPROVEMENT

All areas for improvement (AFI) have been accepted by the Force and an action plan has been developed (attached as Appendix 1) to address the AFIs identified within the report:

#### AFI 1

The Force should improve its use of its crime-recording and management system to better manage its case files and investigative processes.

#### AFI 2

The Force should implement a process to get feedback from vulnerable victims.

#### AFI 3

The Force should implement the necessary processes to share information with schools in relation to children affected by domestic abuse incidents, to ensure information is shared as quickly and effectively as possible.

#### AFI 4

The Force should improve its approach to the 'lifetime management' of organised criminals to minimise the risk they pose to local communities. This approach should include routine consideration of ancillary orders, the powers of other organisations and other tools to deter organised criminals from continuing to offend.

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<sup>1</sup> PEEL: Police Efficiency, Effectiveness and Legitimacy

#### AFI 5

The Force should strengthen its response to county lines, which are criminal networks involved in the distribution of drugs to different areas of the country that frequently exploit children and vulnerable people.

#### AFI 6

The Force needs to address the deficit it has identified in its medium-term financial plan.

#### AFI 7

The Force should ensure that effective external scrutiny takes place in relation to its use of force.

#### AFI 8

The Force should ensure that effective external scrutiny takes place in relation to its stop and search powers.

#### AFI 9

The Force should extend its unconscious bias training to all its workforce.

#### AFI 10

The Force should ensure its anti-corruption strategic threat assessment and control strategy are comprehensive, up-to-date and include current data.

#### AFI 11

The Force should ensure that its counter-corruption unit:

- has enough capability and capacity to counter corruption effectively and proactively;
- can fully monitor all of its computer systems, including mobile data, to proactively identify data breaches, protect the force's data and identify computer misuse; and
- builds effective relationships with individuals and organisations that support and work with vulnerable people

The report's findings have been reported to your Police Performance and Resource Management Committee, who will perform their usual scrutiny function at their quarterly meetings to ensure progress is made to address the AFIs.

### **Recommendation**

Members are asked to receive and note the contents of this report.

## Main Report

### Background

1. This report provides Members with an overview of the City of London Police response to HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Integrated PEEL Assessment (IPA) for 2018/19.
2. Appendix 1 is the action plan developed in response to the HMICFRS report.

### Current Position

#### The Integrated PEEL inspection

3. In 2018/2019 HMICFRS adopted an integrated approach to their annual PEEL inspection, combining into a single inspection the effectiveness, efficiency and legitimacy areas of PEEL. Previously, these have been the subject of separate inspections.
4. HMICFRS list 10 areas against which forces are inspected. GOOD gradings from the previous inspection are carried forward by HMICFRS and not inspected in 2018/2019 except for 'Protecting vulnerable people' which is mandatory. Results are summarised below:

	<b>Grade</b>	<b>Last inspected</b>
<b>Effectiveness</b>	<b>GOOD</b>	
Preventing crime and tackling anti-social behaviour	GOOD	2017/2018
Investigating Crime	GOOD	2017/2018
Protecting vulnerable people	GOOD	2018/2019
Tackling serious and organised crime	GOOD	2018/2019
Firearms capability	This is not graded by HMICFRS	
<b>Efficiency</b>	<b>GOOD</b>	
Meeting current demands and using resources	GOOD	2017/2018
Planning for the future	REQUIRES IMPROVEMENT	2018/2019
<b>Legitimacy</b>	<b>REQUIRES IMPROVEMENT</b>	
Fair treatment of the public	REQUIRES IMPROVEMENT	2018/2019
Ethical and lawful workforce behaviour	REQUIRES IMPROVEMENT	2018/2019
Fair treatment of the workforce	GOOD	2017/2018

5. HMICFRS stated they are satisfied with most aspects of the Force's performance, but identified a number of improvements to provide a consistently good service, which are detailed below and form the basis of the action plan.

### **City of London Police Findings**

6. For the Effectiveness pillar of the IPA HMICFRS identified 5 areas for improvement:

#### Area for Improvement 1

The Force should improve its use of its crime-recording and management system to better manage its case files and investigative processes.

#### Area for Improvement 2

The Force should implement a process to get feedback from vulnerable victims.

#### Area for Improvement 3

The Force should implement the necessary processes to share information with schools in relation to children affected by domestic abuse incidents, to ensure information is shared as quickly and effectively as possible.

#### Area for Improvement 4

The Force should improve its approach to the 'lifetime management' of organised criminals to minimise the risk they pose to local communities. This approach should include routine consideration of ancillary orders, the powers of other organisations and other tools to deter organised criminals from continuing to offend.

#### Area for Improvement 5

The Force should strengthen its response to county lines, which are criminal networks involved in the distribution of drugs to different areas of the country that frequently exploit children and vulnerable people.

7. For the Efficiency pillar of the IPA HMICFRS identified 1 area for improvement:

#### Area for Improvement 6

The Force needs to address the deficit it has identified in its medium-term financial plan.

8. For the Legitimacy pillar of the IPA HMICFRS identified 5 areas for improvement:

#### Area for Improvement 7

The Force should ensure that effective external scrutiny takes place in relation to its use of force.

#### Area for Improvement 8

The Force should ensure that effective external scrutiny takes place in relation to its stop and search powers.

#### Area for Improvement 9

The Force should extend its unconscious bias training to all its workforce.

### Area for Improvement 10

The Force should ensure its anti-corruption strategic threat assessment and control strategy are comprehensive, up-to-date and include current data.

### Area for Improvement 11

The Force should ensure that its counter-corruption unit:

- has enough capability and capacity to counter corruption effectively and proactively;
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- builds effective relationships with individuals and organisations that support and work with vulnerable people

## **Governance and Oversight**

9. Progress against all HMICFRS recommendations and AFIs is monitored at the Force Performance Management Group. Updates include details of current positions against deadlines, together with an outline of what needs to be done before an action is deemed completed. Each action is given a Red, Amber or Green status.
10. Additional oversight is provided by your quarterly Performance and Resource Management Committee, which receives regular update reports in similar format and detail.

## **Conclusion**

11. The Force has appropriate mechanisms and plans in place to ensure recommendations and areas for improvement identified by HMICFRS are addressed.
12. Oversight and governance arrangements are sufficient to ensure progress is monitored and, where appropriate, challenged.

## **Contact:**

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